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HIGHLIGHTS OF KALAMAZOO-BATTLE CREEK, MI NATIONAL COMPENSATION SURVEY SEPTEMBER 2002

Workers in the Kalamazoo-Battle Creek metropolitan area averaged \$18.02 per hour during September 2002, according to a new survey released by the U. S. Department of Labor's Bureau of Labor Statistics (BLS). Regional Commissioner Peter J. Hebein reported that white-collar workers averaged \$22.44 per hour and accounted for 51 percent of the workers in the area. Blue-collar employees averaged \$15.08 per hour and represented 29 percent of the workforce, while the remainder worked in service occupations and earned \$9.89 per hour. (See table 1.)

The National Compensation Survey (NCS) presents straight-time earnings for all occupations in establishments employing 50 or more workers in private industry and State and local governments. The survey excludes agricultural establishments, private households, the self-employed, and the Federal Government. This NCS covered 211 firms representing 106,500 workers in the Kalamazoo-Battle Creek metropolitan area, which includes Calhoun, Kalamazoo, and Van Buren Counties. Eighty percent of those represented worked in private industry.

In the Kalamazoo-Battle Creek metropolitan area, average hourly wages were published for 34 detailed occupations. (See table 1.) Among white-collar workers, accountants and auditors averaged \$20.36 per hour; licensed practical nurses, \$16.56; and general office clerks, \$11.37. Blue-collar occupations included industrial machinery repairers earning \$19.58 per hour; truck drivers at \$17.66; and stock handlers and baggers at \$8.43. In the service occupations, nursing aides, orderlies and attendants were paid \$10.40 per hour and cooks, \$9.59.

The NCS also provides broad coverage of selected occupational characteristics. (See tables 2 and 3.) For example, full-time employees in the Kalamazoo-Battle Creek area averaged \$19.11 per hour and part-timers earned \$9.94. Union workers in blue-collar jobs averaged \$16.69 per hour, while their non-union counterparts made \$13.91. Private industry workers in establishments employing 50-99 workers averaged \$13.01 per hour and those in establishments with 500 or more employees earned \$21.83.

The NCS is part of a statistical program that will eventually integrate three separate surveys of wages and benefits into one comprehensive compensation program increasing the amount of data available. Data provided by the NCS may be used by businesses for establishing pay plans, making decisions concerning plant relocation, and in collective bargaining negotiations. Individuals may use such data to help choose potential careers. Average rates of pay are also available for levels of work within an occupation based on knowledge, skill, independent judgment, supervision received and other factors required on the job.

Survey Availability

Complete survey results are contained in the Kalamazoo-Battle Creek, MI National Compensation Survey September 2002 (Bulletin 3115-77). While supplies last, single copies of the bulletin are available from the Chicago Information Office by calling 312-353-1880. In addition, data contained in the bulletin are available on the Internet in both text and PDF formats at www.bls.gov/ncs/ocs/compub.htm. Survey tables can also be obtained from the Bureau's fax-on-demand service by dialing (312) 353-1880, menu option 1. Up to five documents at a time may be selected and faxed to you within minutes, 24 hours a day.

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For personal assistance or further information on the National Compensation Survey, as well as other Bureau programs, contact the Chicago Information Office at (312) 353-1880 from 9:00 a.m. to 5:00 p.m. ET.

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Table 1. Mean hourly earnings,¹ all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Kalamazoo-Battle Creek, MI, September 2002

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All	\$18.02	5.6	\$16.89	6.9	\$23.32	6.4
All excluding sales	18.56	5.8	17.44	7.3	23.32	6.4
White collar	22.44	8.5	21.27	11.8	25.93	4.1
White collar excluding sales	24.24	7.6	23.55	10.9	25.93	4.1
Professional specialty and technical	27.39	3.1	25.07	3.3	31.95	5.1
Professional specialty	29.40	3.2	27.38	3.6	32.43	5.0
Engineers, architects, and surveyors	32.75	5.5	33.38	4.8	—	—
Mechanical engineers	29.77	4.2	29.77	4.2	—	—
Mathematical and computer scientists	24.20	6.6	24.01	7.9	—	—
Computer systems analysts and scientists	24.33	7.2	24.15	8.8	—	—
Natural scientists	—	—	—	—	—	—
Health related	25.10	1.2	25.39	1.2	—	—
Registered nurses	24.21	3.6	24.45	4.0	—	—
Teachers, college and university	—	—	—	—	—	—
Teachers, except college and university	33.24	8.3	—	—	34.44	8.2
Elementary school teachers	34.71	4.6	—	—	35.93	4.2
Librarians, archivists, and curators	—	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	20.58	7.7	—	—	—	—
Social workers	20.73	7.8	—	—	—	—
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	16.92	5.7	—	—	—	—
Technical	18.90	3.4	18.73	3.5	—	—
Licensed practical nurses	16.56	3.4	16.56	3.4	—	—
Technical and related, n.e.c.	23.56	8.8	—	—	—	—
Executive, administrative, and managerial	31.61	15.0	31.95	17.5	29.89	11.3
Executives, administrators, and managers	36.57	16.5	37.53	19.3	33.12	20.8
Financial managers	33.75	13.4	33.75	13.4	—	—
Managers and administrators, n.e.c.	38.03	22.2	40.57	21.4	—	—
Management related	24.51	11.8	25.08	12.0	—	—
Accountants and auditors	20.36	3.7	20.91	4.0	—	—
Sales	10.83	17.0	10.83	17.0	—	—
Administrative support, including clerical	13.65	3.3	13.38	4.7	14.22	3.6
Secretaries	14.35	4.7	15.51	8.3	13.88	4.1
Receptionists	8.69	9.2	8.69	9.2	—	—
Order clerks	12.40	5.7	11.76	4.7	—	—
Records clerks, n.e.c.	11.50	7.1	—	—	—	—
Bookkeepers, accounting and auditing clerks	14.75	6.0	13.17	8.5	—	—
Stock and inventory clerks	14.07	13.7	14.07	13.7	—	—
General office clerks	11.37	3.6	11.25	4.4	—	—
Teachers' aides	10.24	2.6	—	—	—	—
Blue collar	15.08	3.1	15.02	3.2	16.32	4.4
Precision production, craft, and repair	20.81	4.7	20.98	5.0	—	—
Industrial machinery repairers	19.58	2.3	19.61	2.4	—	—
Mechanics and repairers, n.e.c.	19.09	6.4	19.09	6.4	—	—
Electricians	24.18	11.7	—	—	—	—
Supervisors, production	21.38	12.1	21.38	12.1	—	—
Machine operators, assemblers, and inspectors	13.00	3.5	13.00	3.5	—	—
Packaging and filling machine operators	13.64	6.8	13.64	6.8	—	—
Miscellaneous machine operators, n.e.c.	14.97	9.4	14.97	9.4	—	—
Assemblers	11.83	5.3	11.83	5.3	—	—
Transportation and material moving	15.77	2.9	15.98	3.1	—	—
Truck drivers	17.66	3.6	17.66	3.6	—	—
Industrial truck and tractor equipment operators ..	12.90	3.9	12.90	3.9	—	—
Handlers, equipment cleaners, helpers, and laborers	11.56	9.2	11.27	9.9	—	—

See footnotes at end of table.

Table 1. Mean hourly earnings,¹ all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Kalamazoo-Battle Creek, MI, September 2002 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
Blue collar —Continued						
Handlers, equipment cleaners, helpers, and laborers						
—Continued						
Production helpers	\$12.91	7.7	\$12.91	7.7	—	—
Stock handlers and baggers	8.43	5.1	8.30	4.5	—	—
Service	9.89	4.8	8.51	3.3	\$15.89	8.5
Protective service	13.20	26.3	—	—	22.08	11.1
Food service	7.50	5.3	7.31	5.2	—	—
Waiters, waitresses, and bartenders	4.55	8.3	4.55	8.3	—	—
Waiters and waitresses	3.72	24.9	3.72	24.9	—	—
Other food service	8.50	4.0	8.35	4.2	—	—
Cooks	9.59	4.7	9.52	5.7	—	—
Food preparation, n.e.c.	7.27	4.0	7.14	3.8	—	—
Health service	10.49	2.0	10.19	1.9	—	—
Nursing aides, orderlies and attendants	10.40	1.7	10.08	1.5	—	—
Cleaning and building service	11.15	6.9	10.20	8.8	—	—
Janitors and cleaners	11.48	6.8	10.53	9.5	—	—
Personal service	12.06	6.8	9.54	12.0	13.42	5.2

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

² All workers include full-time and part-time workers.

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

⁴ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.

Table 2. **Selected worker characteristics: Mean hourly earnings¹ by occupational group,² National Compensation Survey, Kalamazoo-Battle Creek, MI, September 2002**

Occupational group	Private industry and State and local government					
	Full-time workers ³	Part-time workers ³	Union ⁴	Nonunion ⁴	Time ⁵	Incentive ⁵
	Mean					
All occupations	\$19.11	\$9.94	\$19.84	\$17.33	\$18.02	\$18.66
All excluding sales	19.61	10.24	20.14	17.92	18.58	13.59
White collar	23.31	13.34	26.14	21.55	22.45	22.29
White-collar excluding sales	24.86	15.88	27.54	23.38	24.24	—
Professional specialty and technical	28.06	20.28	32.66	24.95	27.39	—
Professional specialty	30.34	20.88	33.80	26.91	29.40	—
Technical	19.11	—	—	18.87	18.90	—
Executive, administrative, and managerial	31.65	—	—	31.90	31.61	—
Sales	—	7.67	—	10.98	9.67	22.29
Administrative support, including clerical	14.07	9.58	14.14	13.54	13.65	—
Blue collar	15.57	8.24	16.69	13.91	15.08	—
Precision production, craft, and repair	20.85	—	23.41	18.77	20.90	—
Machine operators, assemblers, and inspectors	13.00	—	14.35	12.04	12.97	—
Transportation and material moving	15.95	—	16.95	14.77	15.77	—
Handlers, equipment cleaners, helpers, and laborers	12.93	7.77	11.88	11.35	11.47	—
Service	10.89	7.72	14.63	8.35	9.89	—
	Relative error ⁶ (percent)					
All occupations	6.6	6.3	4.8	6.9	5.7	11.5
All excluding sales	6.3	7.5	4.8	7.1	5.8	11.4
White collar	8.9	6.7	5.3	11.0	8.7	17.5
White-collar excluding sales	7.7	7.4	4.9	10.1	7.6	—
Professional specialty and technical	2.9	7.8	3.6	3.7	3.1	—
Professional specialty	2.9	7.9	2.0	3.9	3.2	—
Technical	3.2	—	—	4.1	3.4	—
Executive, administrative, and managerial	15.0	—	—	14.9	15.0	—
Sales	—	5.0	—	20.5	14.2	17.5
Administrative support, including clerical	3.1	6.5	4.4	4.1	3.3	—
Blue collar	2.9	7.8	5.4	5.4	3.1	—
Precision production, craft, and repair	4.7	—	2.3	9.9	4.7	—
Machine operators, assemblers, and inspectors	3.5	—	7.5	5.9	3.3	—
Transportation and material moving	2.9	—	12.3	9.3	2.9	—
Handlers, equipment cleaners, helpers, and laborers	10.4	7.1	6.9	15.5	9.5	—
Service	6.2	6.0	3.9	3.3	4.8	—

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

² A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

³ Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

⁴ Union workers are those whose wages are determined through collective bargaining.

⁵ Time workers' wages are based solely on an hourly rate or salary; incentive workers are those whose wages are at least partially based on productivity payments such as piece rates, commissions, and production bonuses.

⁶ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

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Table 3. **Establishment employment size: Mean hourly earnings¹ by occupational group,² private industry, National Compensation Survey, Kalamazoo-Battle Creek, MI, September 2002**

Occupational group	Full-time and part-time workers				
	All private industry workers	50 - 99 workers ³	100 workers or more		
			Total	100 - 499 workers	500 workers or more
	Mean				
All occupations	\$16.89	\$13.01	\$17.70	\$15.85	\$21.83
All excluding sales	17.44	13.13	18.38	16.57	21.97
White collar	21.27	17.41	21.80	19.39	24.79
White-collar excluding sales	23.55	18.82	24.19	23.23	25.04
Professional specialty and technical	25.07	21.70	25.30	25.80	24.77
Professional specialty	27.38	20.47	27.92	29.66	26.39
Technical	18.73	—	18.34	18.41	18.20
Executive, administrative, and managerial	31.95	28.44	32.45	29.86	33.93
Sales	10.83	—	10.79	10.78	—
Administrative support, including clerical	13.38	11.65	13.81	13.32	14.27
Blue collar	15.02	14.98	15.02	14.93	15.51
Precision production, craft, and repair	20.98	19.55	21.49	21.70	20.79
Machine operators, assemblers, and inspectors	13.00	10.82	13.21	12.97	14.86
Transportation and material moving	15.98	—	16.67	17.05	—
Handlers, equipment cleaners, helpers, and laborers	11.27	8.03	11.55	11.83	—
Service	8.51	7.28	9.25	8.96	10.54
	Relative error ⁴ (percent)				
All occupations	6.9	9.6	8.0	6.5	9.6
All excluding sales	7.3	9.8	8.0	6.0	9.6
White collar	11.8	13.4	12.3	13.4	14.1
White-collar excluding sales	10.9	13.8	11.0	7.9	14.2
Professional specialty and technical	3.3	4.6	3.5	7.6	10.6
Professional specialty	3.6	4.4	3.5	5.9	11.3
Technical	3.5	—	4.4	5.5	7.1
Executive, administrative, and managerial	17.5	23.9	16.8	9.7	19.6
Sales	17.0	—	19.8	21.0	—
Administrative support, including clerical	4.7	6.0	4.5	5.0	5.8
Blue collar	3.2	16.2	4.1	5.0	10.7
Precision production, craft, and repair	5.0	20.4	6.6	7.1	10.3
Machine operators, assemblers, and inspectors	3.5	5.4	3.6	3.2	4.8
Transportation and material moving	3.1	—	6.3	7.2	—
Handlers, equipment cleaners, helpers, and laborers	9.9	7.0	11.0	13.3	—
Service	3.3	3.4	3.7	3.9	1.3

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

² A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

³ Establishments classified with 50-99 workers may contain

establishments with fewer than 50 due to staff reductions between survey sampling and collection.

⁴ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

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